GOVERNMENT OF INDIA
HUMAN RESOURCE DEVELOPMENT
LOK SABHA

UNSTARRED QUESTION NO:1957
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Absenteeism among Teachers and Students
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Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state:

(a) the status of absenteeism of teachers and students in schools in the country at all levels, during the last three years, State/UT-wise;
(b) whether any behaviour policy has been initiated by the Government for both students and teachers to check the problem of absenteeism in schools and if so, the details thereof;
(c) the percentage of teacher related expenses in total budget along with the percentage of salaries paid to teachers during the last three years;
(d) the percentage of teacher related expenses under Sarva Shiksha Abhiyan;
(e) whether any policy/programme exists through which teachers" pay and performance are linked and if so, the details thereof; and
(f) whether the Government proposes to provide performance incentives to high performing teachers and if so, the details thereof ?

Answer

MINISTER OF STATE IN THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT
(SHRI UPENDRA KUSHWAHA)
(a): The recruitment and service conditions, including monitoring of teachers' attendance are primarily in the domain of State Governments and UT Administrations.
The Ministry of Human Resource Development commissioned two major research studies to assess the attendance rate of students and teachers, in 2006 and 2013. According to these two studies, the overall attendance of teachers improved from 81.7% to 84.3% at the primary level and from 80.5% to 81.3% at the upper primary level. The overall attendance of students improved from 68.5% to 72.2% at the primary level and from 75.7% to 77.8% at the upper primary level. State-wise details of comparative findings of average attendance rate of teachers and students on headcount during the study in 2006-07 and 2012-13 are at Annexure-I and Annexure-II, respectively.
(b): Section 24 of the Right of Children to Free and Compulsory Education (RTE) Act, 2009 mandates that a teacher appointed under sub-section (1) of the Section 23 shall perform the following duties, namely (a) maintain regularity and punctuality in attending school and (b) complete entire curriculum within specified time. The steps taken by the Central Government to improve teachers' attendance include, inter alia, monitoring teachers' attendance through School Management Committees/School Management Development Committees/Block Resource Centres/Clusters Resource Centres and encouraging States and UTs to use digital technology like installation of Bio-metric attendance system in schools.
(c) &(d): The percentage of teacher related expenses in total budget along with the percentage of salaries paid to teachers during the last three years teacher under Sarva Shiksha Abhiyan(SSA) are at Annexure-III and under the Rashtriya Madhyamik Shiksha Abhiyan (RMSA) are at Annexure-IV.
(e) &(f) The recruitment and service conditions including the policy relating to the linkage between teachers" pay and performance, if any, comes under the domain of the State Governments and UT Administrations. The National Council of Educational Research and Training (NCERT) has developed Performance Indicators for Elementary Education (PINDICS) to track teacher performance and attendance in Government schools. States and UTs have been using Performance Indicators (PINDICS) for assessing the performance of teachers for improvement in learning. It is also used for teacher appraisal by the supervisory staff to assess and to provide constructive feedback for the improvement of teacher performance.
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